

2-21-1979

CWU Faculty Senate Minutes - 02/21/1979

Esther Peterson

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MINUTES: Regular Senate Meeting, 21 February 1979
Presiding Officer: Franklin D. Carlson
Recording Secretary: Esther Peterson

The meeting was called to order at 3:10 p.m.

ROLL CALL

Senators Present: All Senators or their alternates were present except Clifford Cunha, Wolfgang Franz, Donald Garrity, Ken Harsha, A. James Hawkins, Kenneth Hammond, W. Clair Lillard, Robert Mitchell, Woodrow Monte, Dale Samuelson, Joe Schomer, and Alma Spithill.

Visitors Present: Clay Denman

CHANGES TO AGENDA

Add under "Reports,"

C. CFR Report

APPROVAL OF MINUTES

Without objection, the minutes of February 7, 1979 were corrected as follows:

Page 1, under Approval of Minutes, the correction to Motion 1795 should read as follows: "that the Senate go on record in opposition to contingency contracts and to the offering of summer school contracts which pay salaries below those specified in the Faculty Code, Section 3.28."

MOTION NO. 1804: Mr. Burkholder moved, seconded by Ms. Appleton, to approve the minutes of February 7, 1979. Passed by a unanimous voice vote.

COMMUNICATIONS

The following communications were received:

- A. A letter from James M. Alexander, Chairman of the Anthropology Department, saying Catherine Sands was elected to replace Kathleen Adams as a senate representative from the Anthropology Department.
- B. Letter from Donald Schliesman, Dean of Undergraduate Studies, dated February 12, concerning the amount of time that workshops meet. He encloses letters on this topic and suggests that they be sent to the Senate Curriculum Committee. He also proposes the committee review Central's policy of clock hours for workshop credit.
- C. Letter from Lou Bovos, Registrar, dated February 12. He states that the names of prospective summer graduates that are allowed to participate in the spring commencement exercises will not have their names printed in the program. Their names will be included in the following year's program. He sees no reason or justification in having them published twice.
- D. Letter from Jerry Jones, Special Assistant to the President, dated February 13, asking to attend the next meeting of the Senate Executive Committee in order to involve the Executive Committee in the selection of faculty representatives to serve on a search committee for a Director of Development and Public Relations.
- E. Letter from Woodrow Monte, dated February 13, 1979, resigning from the chairmanship of the Student Affairs Committee and from the committee itself.
- F. Letter from Robert Benton, dated February 15, stating that, because of the responsibilities of his new position as coordinator of Academic Grants and Contracts in the Graduate School, he is submitting his resignation as a member of the Graduate Council and of the Faculty Grievance Committee, effective whenever the Senate Executive Committee wishes. He will continue to serve until he has been informed that he has been replaced on these committees.
- G. Memo from Eugene Kosy, dated February 15, enclosing a copy of a letter from him to Representative Sid Flanagan and other legislators on the topic of faculty salaries.

- H. Letter from Edward J. Harrington, Vice President for Academic Affairs, dated February 16, asking the Executive Committee to establish a search committee for the position of Dean of the School of Professional Studies.
 - I. Letter from Richard Doi, President of the CWU Federation of Teachers, dated February 16, saying the Executive Council of the CWU Federation of Teachers, AFT Local 3231, supports the Faculty Senate's position in opposing the contingency contract for Summer Session of 1979. They compliment the Faculty Senate for defending the faculty's interests in this matter.
- Futhermore, they oppose any arbitrary salary reduction or schedule which is not in accordance with section 3.28 A Summer Salaries of the Faculty Code.
- J. Memo from Jerry Jones, dated February 21, enclosing a draft of the position description of Director of Development and University Relations.

CURRICULUM PROPOSALS

- A. University Curriculum Committee proposals, pages 504 and 505:

(1) Page 504 - Health Education Course Addition H ED 105. Health Education--A Profession.

MOTION NO. 1805: Ms. Killorn moved, seconded by Mr. Grossman, that the University Curriculum Committee proposal on page 504 be approved. Passed by a unanimous voice vote and one abstention.

(2) Page 505 - Communication/Mass Media Course Addition M ME 367 Film Production.

MOTION NO. 1806: Mr. Brennan moved, seconded by Mr. Lopez, that the University Curriculum Committee proposal on page 505 be approved. Passed by a unanimous voice vote and one abstention.

REPORTS

- A. Chairman--Mr. Carlson reported the CIF is starting to make its plans for next year, and will start seeking donations in April. The CIF Committee will soon get the nominations and make tentative awards of scholarships for the next year and do so rapidly so that students from the high schools can receive them and "talk up Central" to their peers.

Mr. Carlson will be attending a meeting on March 5 to participate in planning on how to find persons to go out soliciting, write letters, and follow up.

Mr. Carlson said he has requested a statement describing how staffing formulas and ratios work and the information will be available soon.

The Executive Committee has been asked for names of persons who would be willing to serve on a Planning Group to work on the Academic Plan. A list of recommendations has been submitted to the President.

A request for recommendations of people to serve on the screening committees for School of Professional Studies and Director of Development and University Relations has been received.

A letter was distributed approximately two weeks ago from the Senate office with salary schedules attached to it. Some faculty have written letters as requested and gotten back replies.

Bill 2236 has gone through the Senate and is now in the House Labor Committee. That committee has two members, Herb Smith and Sid Flanagan, and whatever side faculty take on collective bargaining--it might be useful to communicate with legislators on that issue.

Mr. Carlson commended Max Zwanziger for his efforts working with the CIF on screening applicants. Also, he commended Barbara Brummett and the Central Swingers for their performance at the CIF Banquet, and Bob Benton for his work on the Grievance Committee. Mr. Benton is being replaced by David Lygre.

- B. Executive Committee--Mr. King reported the Executive Committee met last week with Vice President Harrington; Bill Benson and Jerry Jones and also with Mr. Marx, chairman of the Budget Committee, Ken Harsha, chairman of the Code Committee and Ken Hammond, chairman of the Academic Affairs Committee, to discuss summer term contingency contracts. They

discussed how the contracts work, why they are needed, what the justification for them is and other questions which have come up. After the discussion, the Executive Committee decided to recommend that the Code Committee and Budget Committee consider the matter of improving summer salaries which would require a Code change, and the Academic Affairs Committee consider summer calendar changes which would permit greater flexibility in scheduling.

The Executive Committee decided to recommend to the Budget Committee that a new salary proposal be developed that would be within the national 7% guideline and would be a basis for continuing discussion on salary matters with President Garrity and other administrators.

- C. CFR Report--Mr. Tolman and Mr. Grossman attended a meeting in Olympia Saturday, February 17 and met with Tim Gilmore from the Office of Presidents and also with Representative Scott Blair, who is co-chairman of the House Appropriations Committee. Representative Blair gave them some insight into what his feelings are concerning salaries, retirement and collective bargaining. This committee is responsible for making the final decisions on the budget. He encouraged everyone to continue to write letters and not to lose hope.

Mr. Grossman reported briefly on the collective bargaining bill.

D. Standing Committees--

1. Academic Affairs--no report.
2. Budget--no report.
3. Code--no report.
4. Curriculum--no report.
5. Personnel Committee--no report.
6. Student Affairs--no report.

OLD BUSINESS

MOTION NO. 1807: Ms. Appleton moved, seconded by Ms. Sands, to remove Motion 1798 from the table. Passed by a unanimous voice vote and one abstention.

Motion No. 1798 reads as follows: "...that the Faculty Senate go on record in opposition to offering summer school contracts which pay salaries below those specified in the Faculty Code, Section 3.28."

Discussion began on Motion 1798.

Motion No. 1798 voted on and passed by a majority voice vote and three abstentions.

NEW BUSINESS

Without objection, the Executive Committee will request the Budget and Code Committees to review the question of summer school salaries and will ask the Academic Affairs Committee to consider some new formats for the offering of summer school programs.

ADJOURNMENT

The meeting adjourned at 4:15 p.m.

1978-1979

FACULTY SENATE MEETING OF

Feb. 21, 1979

ROLL CALL

SENATOR

☒ Appleton, Laura
☒ Brennan, James
☒ Burkholder, Peter
☒ Canzler, Lillian
☒ Carlson, Frank
☒ Cunha, Clifford
☒ Dugmore, Owen
☒ Emken, Walter
☒ Fadenrecht, George
☒ Franz, Wolfgang
☒ Garrity, Donald
☒ Gillie, Tim
☒ Gries, Peter
☒ Grossman, George
☒ Harsha, Ken
☒ Hawkins, A. James
☒ Hammond, Kenneth
☒ Killorn, Erlice
☒ King, Corwin
☒ Lapen, Robert
☒ Lillard, W. Clair
☒ Lopez, Celia
☒ Lopez, Mike
☒ Marx, Victor
☒ Mitchell, Robert
☒ Monte, Woodrow
☒ Nylander, James
☒ Olsen, Darryll
☒ Sahlstrand, Margaret
☒ Samuelson, Dale
☒ Sands, Catherine
☒ Schomer, Joe
☒ Shadle, Owen
☒ Spithill, Alma
☒ Tolin, Phil
☒ Tolman, Rosco
☒ Vifian, John
☒ Yee, Robert

ALTERNATE

☒ Jack Dugan
☒ Kent Richards
☒ Chester Keller
☒ Edith Greatsinger
☒ Daryl Basler
☒ Henry Eickhoff
☒ Robert Nuzum
☒ Richard Hasbrouck
☒ Maikiko Doi
☒ Eric Thurston, Jr.
☒ Edward Harrington
☒ Barbara Brummett
☒ Helen Rogers
☒ Charles Guatney
☒ Milo Smith
☒ Dee Eberhart
☒ John Gregor
☒ Roger Garrett
☒ John Shrader
☒ Stephen Worsley
☒ Ann McLean
☒ Willa Dene Powell
☒ Deloris Johns
☒ Ken Cory
☒ Lee Fisher
☒ Clayton Denman
☒ Calvin Greatsinger
☒ Galer Beed
☒ Owen Pratz
☒ Max Zwanziger
☒ Carlos Martin
☒ Keith Rinehart
☒ Tom Kerr

DEPARTMENT OF ANTHROPOLOGY
AND MUSEUM OF MAN

CENTRAL WASHINGTON STATE COLLEGE

Ellensburg, Washington 98926

February 8, 1979

RECEIVED
FEB 12 1979
FACULTY SENATE *JPC*

Franklin D. Carlson, Chairman
Faculty Senate
CAMPUS

Dear Mr. Carlson:

On February 7, 1979, CATHERINE J. SANDS was elected to replace Kathleen J. Adams as Faculty Senate representative from this department. Ms. Adams' resignation came during the first year of her three year term. We assume, therefore, that Mrs. Sands' term will expire in June, 1981.

Mr. Clayton C. Denman will continue to serve as Senate Alternate.

Sincerely,

James M. Alexander
James M. Alexander
Chairman

cc: Dean Martin
Mrs. Sands
Mr. Denman



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

REGISTRAR

February 12, 1979

Frank Carlson
Faculty Senate
Edison Hall
Campus

RECEIVED


FEB 15 1979

FACULTY SENATE

Dear Mr. Carlson,

The names of prospective Summer Graduates that are allowed to participate in the Spring Commencement exercises will not have their names printed in the program. Their names will be included in the following years program. I see no reason or justification in having them published twice.

Sincerely,


Louis H. Bovos
Registrar

LHB:sm



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

February 13, 1979

RECEIVED

FEB 13 1979

FACULTY SENATE

Frank Carlson
Chairperson
Faculty Senate
Central Washington University
Campus

Dear Dr. Carlson:

I would appreciate an opportunity to attend the next meeting of the Faculty Senate Executive Committee. The purpose of my request is to involve the Executive Committee in the selection of faculty representatives to serve on a search committee for a Director of Development and Public Relations.

A meeting at the earliest possible time would be of great assistance in terms of the timetable which I foresee for the search.

Thank you.

Sincerely,

Jerry L. Jones
Special Assistant to
the President

bd

cc: Dr. Garrity



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

DEPARTMENT OF HOME ECONOMICS
FAMILY AND CONSUMER STUDIES

RECEIVED
FEB 13 1979
FACULTY SENATE

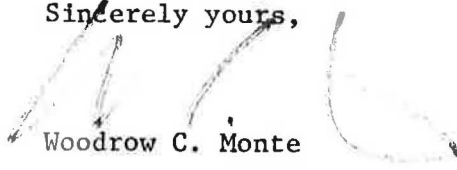
February 13, 1979

Dr. Frank Carlson
Chairman of the Faculty Senate

Dear Dr. Carlson:

An extremely heavy credit load this quarter compounded by the effect of new course development and program changes in my department make it impossible for me to continue in my capacity as Chairman of the Student Affairs Committee. Therefore, would you please accept my resignation from that committee and as its chairman.

Sincerely yours,


Woodrow C. Monte

WCM/de



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

DEPARTMENT OF ENGLISH

February 15, 1979

RECEIVED

FEB 16 1979

FACULTY SENATE

Dr. Frank Carlson
Chairman, Faculty Senate
Edison 102
CWU

Dear Frank:

I am writing to inform you and the Executive Committee of the Faculty Senate that I have just accepted an appointment as Coordinator of Academic Grants and Contracts in the Graduate School. Although my appointment begins March 1 of this year, it is recognized that I have a commitment to complete my class work in the English Department through the end of Winter Quarter. While my appointment is full-time, I have requested and received approval to maintain an academic year teaching assignment of one course per quarter.

I am aware that my new assignment changes my status and affects my continuation in two Faculty Senate appointments, that to the Graduate Council and to the Faculty Grievance Committee. I believe it is appropriate for me to submit my resignation from those appointments, and I herewith do so effective at such a time as the Faculty Senate Executive Committee wishes.

I see no reason that I could not continue, without conflict of interest, to serve as a member of the Graduate Council through the end of Winter Quarter. Although the Grievance Committee is not currently involved with a grievance, Colin Condit informs me that a case or two may come to the committee soon. Replacement there might carry a higher priority.

I have enjoyed these Faculty Senate appointments, but I do recognize the potential for a claim of conflict of interest should I continue. In order to avoid confusion, I will continue to serve until you inform me that I have been replaced.

Sincerely,

Robert M. Benton

RECEIVED

FEB 16 1979

FACULTY SENATE

MEMORANDUM

TO: Dr. Frank D. Carlson, Chairman
Faculty Senate

FROM: Dr. Eugene J. Kosy, ^{Sec}Chairman
Business Education & Administrative Management

DATE: February 15, 1979

SUBJECT: Higher Education Salaries

I am enclosing a copy of the letter which was sent to all legislators recommended in your recent memorandums.

1km
Enclosure

1207 Vuecrest
Ellensburg, WA 98926
February 8, 1979

The Honorable Sid Flanagan
State Representative
H. O. Building 438
Olympia, WA 98504

Dear Representative Flanagan:

I guess when you're drowning and going down for the last time, desperate action is required.

As a professor at Central Washington University, I implore your attention, evaluation, and action of our plight as an institution in your current budget deliberations and specifically our salary allocations. We in higher education can no longer subsidize our students and the state. We must have immediate financial relief in the form of substantial salary increases.

You have no doubt received all types of data relating to university faculty salary levels, but I have great concern that you and other members of the legislature are not recognizing our crisis situation. I cannot continue to exist in my profession, when, for example, we received a salary increase of 3.46 percent July 1, 1978 while the cost of living last year went up about 10 percent, and previous years we suffered the same relative treatment.

Our President has proposed a salary increase request of 12 percent which in itself is less than half of what it should be to partially rectify past inequities in loss of purchasing power without any considerations for rewarding increased productivity and service to the state. I request that you support a proposal to increase the 12 percent figure for salary increases at Central to at least 25 percent.

I would also like to call your attention to "Inflation: Who is Hurt Worse," TIME, January 15, 1979, pages 58-60 (copy attached). You will note that nationally, college professors have suffered the greatest loss in purchasing power, 17.5 percent. Also note the average salary of this study is reported at \$30,353 in 1978. Compare the average salary at Central with this national average. We are way, way behind in this comparison also. Don't suppose we could ever expect to catch up.

Frankly, I plead with you to be courageous; "Throw me and my colleagues a life ring." Propose salary adjustments in excess of the 12 percent request and surely support the 12 percent request as a minimum gesture.

The Honorable Sid Flanagan
Page 2
February 8, 1979

Also, please look into the compression of the salary ranges from top to bottom. In a profession, a spread in salary ranges is required to retain a healthy profession to serve the interests of the citizens of Washington.

I am concerned. This is the first letter of this nature I have written after being on the staff for thirty years. I will not forget those who supported the salary needs and requests of a minority group--university professors, and specifically, yours truly.

Have a nice day,

Eugene J. Kosy
Professor

1km

Attachment

Inflation: Who Is Hurt Worst?

Living costs have doubled since 1967, and the impact varies widely

Just as it has been doing each week for months, inflation last week pumped up the prices that Americans paid for their goods and services by another \$3 billion or so. Billions of this, trillions of that: it is beginning to sound as if the national currency were McDonald's hamburgers. More than all the other measurements of gloom, the one statistic that people can really grasp and feel is that the U.S. enters 1979 with prices almost exactly double what they were in 1967, the date that the government uses to mark the beginning of the inflationary spiral.

The last decade has brought the most damaging price surge in the nation's history, and the elusive goal of relative stability remains far away. Though Americans are bringing home the richest paychecks of their lives, runaway prices have made the dreams of a decade earlier now seem like taunting fantasies. Almost everyone is suffering, and the pain for some is far worse than for others. The impact depends on a person's age, job, family status, region, buying investing habits and many other factors.

The key question is not how much a family earns, but how it spends the money. To get as complete a picture as possible of the effects of inflation on Americans, the Labor Department periodically updates the 400-odd components in its

Consumer Price Index, discarding products like pedal pushers and bobby pins and adding new items such as jogging suits and pocket calculators. As a general survey of how Americans spend, the technique is valid enough. But consumers are not automatons; they are 220 million individuals.

Prices can fluctuate widely for the same product or service in different communities. In fact, as indicated in the accompanying diagram of some 22 consumer items in Atlanta, a city chosen by TIME because it closely parallels national price trends, a large number of goods and services have risen far more than 100% since 1967, while others have gone up much less. Only one item—long-distance phone calls—has declined. (In many cities, of course, the cost of person-to-person and collect calls has risen substantially.)

Nationally, the steepest rises have come in life's necessities: food, clothing, shelter, transportation. Since poor people have less money to start with, they have been squeezed harder than the mad-as-hell middle class and affluent people. In Atlanta, however, housing is an exception. Overbuilding in recent years has held prices down. A three-bedroom house at \$54,000 is still far beyond the reach of someone earning even twice as much as \$6,191 a year, which is the federally set "poverty level" for a nonfarm family of four. But the average price of a house

in Atlanta seems like a fire-sale bargain compared with the six-figure tags on similar homes in many parts of the North and West.

Americans who bought houses a decade ago are generally much better off than those who saved and delayed. Since the late 1960s, mortgage rates have almost doubled to just over 10%, and the average price of a new house has jumped from \$24,600 to \$65,700. Many families justly feel that they cannot afford a house, and they continue to pay rents that are climbing year after year. Property taxes also have been rising, but homeowners still come out better than the victimized renters because property taxes and mortgage interest payments can be deducted from federal and state income taxes.

All homeowners have been hard hit by climbing fuel bills, but some more than others. People in the Northeast have suffered worst because cold winters require more heating. Homeowners living in places with moderate climates, such as San Francisco or Atlanta, have escaped a large part of the impact.

At the same time, many city apartment dwellers have skirted the effects of rising gasoline prices—the fuel is almost two times costlier now than in 1967—because they depend on buses and subways. Farmers, small-town folks and suburbanites are not so fortunate, since they need automobiles. But farmers have

HOW PRICES HIT HOME

In the Atlanta region, where changes closely parallel the national average.



TIME Charts by Nigel Holmes

five years, he and his wife could move to

Evanses are fluent in every community

minor means. To supplement the couple's

been able to insulate themselves from stunning increases in food costs—up 117% since 1967—by producing much of what they eat. As a result of Medicare and Medicaid, the elderly and the poor have largely escaped the exploding cost of hospitals (medical-care services have risen 122% since 1967) and doctors (up 110%).

Though wages and salaries have risen, a mere doubling of income has not been enough to keep up with the doubling of prices because earners have been pushed into higher and higher tax brackets. White-collar workers and many professionals have suffered because they lack the means of organizing into special-interest lobbies to protect their paychecks. Corporate employees such as computer programmers and engineers have experienced a moderate loss in buying power, and librarians have seen the purchasing strength of their paychecks shrink by 11% since 1967, while college professors have had theirs shrivel by 17.5%.


















Blue-collar workers have generally stayed ahead of inflation by winning wage increases so large that the payments lately have actually begun to help force up the cost of living for everybody. Members of powerful unions like the steel and auto workers enjoy escalator clauses in their contracts that automatically boost paychecks as inflation rises. Military men and women have more than kept up with inflation because pay raises have been raised—in some cases spectacularly—to recruit and keep people in the all-volunteer services.

Like union members, retired members of the military and retired civil servants also benefit from escalator clauses. So do Social Security recipients, whose benefits have risen more than threefold since 1967 and who are exempt from having to pay income taxes on their monthly checks.

Profligate people who splurged years ago on gold jewelry, diamonds, Persian rugs, antique furniture and fine art have seen their value steadily mount, while prudent savers who put their money in bank accounts or U.S. Savings Bonds have taken a beating. Every \$100 invested in U.S. Savings Bonds ten years ago is worth only \$89 now.

Because their big-spending years are behind them, working people in their 50s and 60s often fare better than Americans in their 20s, 30s and 40s. Take the case of Police Sergeant James Roscoe, 55, a 26-year veteran of the force in Cambridge, Mass. Statistically, Roscoe has fallen behind: his income has risen only from \$16,000 to \$21,000 since 1967, and after taxes it shows hardly any gain. But Roscoe and his family no longer need to spend money on some of the most rapidly rising items he can buy. In 1957, for instance, he bought a two-family home for \$15,000. Today, the mortgage has been paid off, and three of the family's five children have grown up and moved out. When he retires in five years, he and his wife could move to

THE REAL STORY OF EARNINGS

Occupation	Average income		After tax income		% change in income after taxes and effects of inflation
	1967	1978	1967	1978	
 Social Security recipient	\$1,012	\$3,144	\$1,012	\$3,144	+59%
 Steelworker	7,548	20,923	6,580	16,932	+22
 Autoworker	7,647	19,971	6,670	16,114	+24
 Petrochemical worker	8,273	21,085	7,163	17,072	+22
 Truck driver	7,134	16,805	6,203	13,779	+14
 U.S. Army major	11,616	26,074	10,171	21,856	+10
 Plumber	11,149	22,360 [†]	9,515	18,045 [†]	+13.5
 Policeman (municipal)	6,482	13,190	5,665	11,164	+0.9
 Fed. civil servant* (Grade 7)	6,734	13,014	6,182	11,824	-2.1
 Computer programmer	9,984	19,604	8,429	15,798	-4.1
 Engineer (journeyman)	12,420	23,976	10,585	19,141	-7.5
 Corporate lawyer (middle level)	17,208	33,552	14,353	25,636	-8.6
 Accountant*	7,000	12,800	6,105	10,884	-8.3
 U.S. Senator	30,000	57,000	24,047	42,168	-10.3
 Librarian	7,305	11,894 [†]	6,359	10,262 [†]	-11.1
 Welfare recipient (per family)	1,894	3,089	1,894	3,089	-16.5
 University professor	17,158	30,353	14,311	23,077	-17.5

After tax income computed by the Tax Foundation, Inc., (assuming 3 dependents)

*Starting salaries

[†]1977

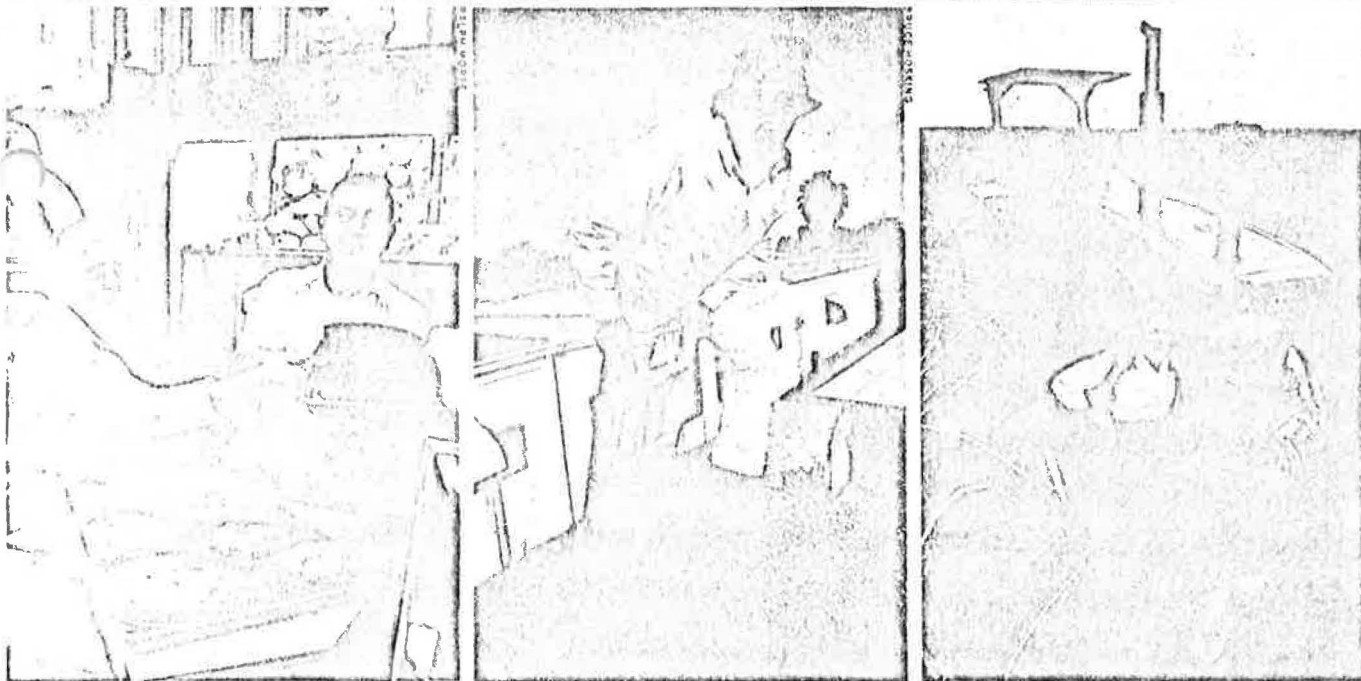
a Sunbelt state, where living costs are lower than in New England. If so, the sale of his home should fetch at least \$50,000, or more than enough to buy a comfortable South Florida condominium. Says Roscoe: "I was in a hell of a lot worse shape back in 1967 than I am now. In fact, I'm much better off."

Not far from the Roscoes live M.I.T. Engineering Professor Lawrence Evans, 44, and his wife Beverley, who works part time as a nurse. Their income is some \$60,000. Yet life seems to be a constant struggle of trying to meet the bills. About \$6,000 a year goes to keeping the Evans children, aged eight and 13, in private school. Then come mortgage payments on a vacation cottage on Martha's Vineyard that was bought five years ago as an investment property. The Evanses feel that the private school and the second home are in one form or another investments in future growth and security for themselves and their children. But their spending habits also reflect that they—unlike the older, Depression-bred Roscoes—grew up in affluent times. Thus they feel that they have to spend more, and they are badly set back by inflation.

Families like the Roscoes and the Evanses are found in every community

in the country. In Hohokus, N.J., Rose and Fred Wagner seem easy marks for inflation. Both in their 60s and nearing retirement, they own a neighborhood bakery. The cost of sending their two daughters through college is almost behind them now that the younger will be graduating from Cornell in the spring. Then too, the bakery business is booming. With more and more women taking jobs to help close gaps in family budgets, the housewife's time in the kitchen is growing scarcer. Bringing home a bag of fresh-baked pastries is a relatively inexpensive second-best expression of homemaker instincts. Says Mrs. Wagner: "We just had the best Christmas in 20 years. There wasn't a crumb left in the shop the Saturday before Christmas."

Yet for all their varied experiences with inflation, Americans everywhere share a deepening sense of being threatened. Says Dorothy Danielson, 63, who lives with her husband, a retired Lutheran minister, in Largo, Fla.: "I feel fortunate that we have a roof over our heads, but if inflation continues to rise, it's going to be a real problem. You never know when a great emergency is going to come up, and our savings wouldn't be worth a hill of beans." To supplement the couple's



Fighting soaring prices: Wagners in their New Jersey bakery; Florida's Danielson doing odd jobs; California's Paviches and their tractor
 For all their varied experiences with the rising cost of living, Americans everywhere share a deepening sense of being threatened.

church pension and Social Security, she cleans house for a neighbor while her husband Carl does handyman jobs at \$4.50 an hour. "Without the extra money it would be awful slim pickings," he says.

In Richgrove, Calif., Steve and Karen Pavich have a combined income of some \$23,000 as managers of two family farms totaling nearly 2,000 acres; they also feel in jeopardy. Four years ago, the Paviches bought their John Deere farm tractor for \$24,000; eventually it must be replaced. The price for a new one has climbed to \$32,000, even though the current model is basically the same vehicle. Says Karen, 24, who would like to have children but feels unable now to afford them: "You want to hear about inflation? I'll tell you about inflation. There's petrochemical inflation, energy inflation, machinery and steel inflation, wage inflation, and all of it comes down on the farmer. It just corks me off. It seems like we're always having to work harder and harder just to stay where we are."

Marriage Counselor Gloria Pineles of Rego Park, N.Y., finds that inflation is increasingly endangering family stability. Says she: "People are accustomed to living a certain life-style, and all of a sudden they find that they cannot take an annual vacation or send their second child to college. This leads to resentment and frustration. Family finances become clouded in secrecy, and neither spouse has a good understanding of where the paycheck is going."

It is the frustration and resentment caused by inflation that presents the gravest social peril. In that sense everyone—rich and poor, urban and rural, blue collar and white—loses if people give up believing that inflation can be checked. Americans have accepted inequalities of

income in their free economic system because they felt confident of having a fair opportunity to rise and prosper in the future. If they conclude that inflation continues to rob them of that chance, they may begin to question the system. Says Arthur Garcia, 43, who supports a wife and five children on a \$19,000 wage as a worker in U.S. Steel's South Chi-

cago mill: "You really want to revolt, but what can you do? I keep waiting for a miracle—for some guy who isn't born yet—and when he comes we'll follow him like he was John the Baptist." That is a chilling thought, and it only emphasizes the urgency of defeating the inflation that is deflating the dreams of so many Americans. ■



AMERICAN FEDERATION OF TEACHERS
CENTRAL WASHINGTON UNIVERSITY - LOCAL NO. 3231
ELLENSBURG, WASHINGTON 98926

February 16, 1979

RECEIVED
FEB 21 1979
FACULTY SENATE

Dr. Franklin D. Carlson, Chairman
CWU Faculty Senate
Edison Hall, Room 102

Dear Dr. Carlson:

The Executive Council of the Central Washington University Federation of Teachers, AFT Local 3231, supports the Faculty Senate's position in opposing the contingency contract for the Summer Session of 1979.

We compliment the Faculty Senate for defending the faculty's interests in this matter.

Furthermore, the CWU Federation of Teachers opposes any arbitrary salary reduction or schedule which is not in accordance with section 3.28A Summer Salaries of the Faculty Code.

Yours sincerely,

A handwritten signature in cursive script, reading "Richard T. Doi".

Richard T. Doi, President
CWU Federation of Teachers

cc: President Donald L. Garrity
Ms. Linda J. Clifton
Mr. Don F. Broughton
Mr. Thomas S. Galbraith
Mr. James S. Hogan
Mr. S. Sterling Munro

CENTRAL WASHINGTON UNIVERSITY

DIRECTOR OF DEVELOPMENT AND UNIVERSITY RELATIONS

Position Description

REPORTING TO: The President of the University

PURPOSE: To supervise a comprehensive development and public relations program including fund raising, alumni relations, communication, and corporate relations.

The specific responsibilities and duties of the Director may be divided into two major categories: Development and Public Relations

RESPONSIBILITIES:

Development: Develop a long range plan for expanding the University's endowment fund. Cultivate, motivate, and solicit identified bequest and planned gift prospects. Maintain prospect and expectancy files. Plan and implement broad programs for constituent growth. Plan, develop, implement, and manage a full range of fund raising activities, including an annual giving campaign. Supervise and/or coordinate fund raising activities in the private sector. Identify bequest and planned gift prospects and perform consequent prospect research. Direct any capital funding and prospect development efforts. Help direct organization of volunteer groups, foundation and corporate solicitations, and direct a deferred giving program. Estate planning will also be a responsibility. The Director of Alumni Affairs will report to the Director of Development and Public Relations.

Information: Assume general supervision of the University's program of external relations, primarily as it relates to information dissemination. Strengthen the existing operating plan for on-going public relations and communication efforts. Work closely with other University personnel in the areas of public affairs and legislative and Congressional relations, where appropriate. Assist other University administrators in enhancing efforts to increase the institution's contribution to central Washington and the involvement of the academic community with the citizens of the region.

Market the University and its programs to those constituencies with bequest and planned gift potential. Define the University's purposes and aspirations to business and government. Coordinate public relations activities for the University. Identify and cultivate constituencies capable of supporting existing needs or the plans of the University through publications and the media. The Director of Information will report to the Director of Development and Public Relations.

QUALIFICATIONS: The applicant must demonstrate proven ability to work in such areas as annual fund raising, corporate and foundation fund raising, and prospect research and development. The applicant must be able to write well and speak effectively. A commitment to the central concepts of public higher education is required.

A record of successful public relations activities and/or fund raising endeavors is required. The applicant must be able to demonstrate strong administrative skills and the ability to work well with others. A bachelor's degree is required.

An advanced degree is desirable but not required. Experience in the public university sector and experience with a university-based foundation are highly desirable as is the ability to help organize and motivate volunteers from diverse groups. A working knowledge of deferred giving is desirable. Familiarity with the use of printed materials and promotional items in the support of university programs is desired.

JANUARY 19, 1979

CURRICULUM PROPOSALS APPROVED BY
THE UNIVERSITY CURRICULUM COMMITTEE
AND FORWARDED TO THE SENATE

PAGE 504

RECEIVED

JAN 25 1979

HEALTH EDUCATION
COURSE ADDITION

FACULTY SENATE

ED 105. Health Education--A Profession. 3 credits.
Scope, contributions and potential of health education in
schools and community.

January 22, 1970

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DATE 01-22-2000 BY SP-6/AM/CL/STP/STP
AND FORWARDED TO THE SERVICE

PAGE 500

ALL INFORMATION

DATE 01-22-2000

COURSE DESCRIPTION

M DE 357. Film Production. (3). Permission of instructor.
Principles and procedures of designing and producing motion
picture films. Two lectures and two hours of lab per week.